

Minutes

People and Culture Committee

Date: 2 August 2024

Time: 10:30

Venue: FSHQ

Present:

Cllr F Shaheen (in the chair), Cllrs Ali, Bruce, Dickenson, Downes, Hinchcliffe, Pollard and Salam

Apologies:

Cllrs Renshaw, Sutcliffe and Tulley

1. Minutes of meeting held on 15 March 2024

Resolved

That the Minutes of the last meeting held on 19 January be signed by the Chair as a correct record.

2. Matters arising

There were no matters arising.

3. Urgent items

There were no urgent items.

4. Admission of the public

There were no items requiring the exclusion of the public and press.

5. Declarations of interest

There were no declarations of interest.

6. Human Resources Activity Report

The Director of People and Culture submitted a report which advised Members of the key HR metrics for the reporting period January to March 2024, including establishment strength, sickness absence data and high-level discipline and grievance figures.

Members were given a verbal update on the Occupational Health data, and were advised there will be a full Accident Analysis Report presented to the next People and Culture Committee on 4 October 2024.

Members welcomed the report and challenged the Director of People and Culture regarding the possibility that mental health issues could be the cause of staff leaving the service. It was noted that there is an ongoing project reviewing the end to end process of the Whole Time Firefighter role, including recruitment and exit data, but that at present the exit interviews indicate that the change in the pension scheme is one of the major causes for staff leaving. Members further discussed the successful recruitment to the Service of an Occupational Health Nurse, the availability of pre-retirement seminars and the need to reduce the occurrence of “not declared” in the People and Culture data.

Resolved

That the report be noted.

7. Diversity and Inclusion Strategy 6 Monthly Update

The Director of People and Culture submitted a report which advised Members of the progress on the Diversity and Inclusion (D&I) Strategy over the previous 6 months. The report detailed the actions and training that have been delivered and confirmed that progress continues to move forward as planned.

Members requested further information on the plans to improve diversity in recruitment and welcomed the opportunity to contribute to the current review to ensure communities from the whole of West Yorkshire are included.

Members expressed an interest in joining inclusive language training events where available and received an update on the work of the Member Champions.

Resolved

That the report be noted.

8. Equality Data Monitoring Report

Members considered a report of the Director of People and Culture which advised Members of the latest workforce equality data which is due to be published externally following the committee.

The report confirmed that positive results were being shown in the data and that further work is ongoing to further improve the statistics.

Members welcomed the positive improvements made to workforce equality and expressed their thanks to the team, but challenged the report author on the steps taken to monitor trends in unsuccessful applications and assist applicants overcoming any recognised disadvantages.

Resolved

That the report be noted.

9. WYFRS 12 Month People Plan

Members received a presentation from the Director of People and Culture which provided members with a detailed introduction to the People and Culture 12 Month People Plan.

Members welcomed the presentation and challenged the Director of People and Culture regarding the ability of the Service to meet all the commitments contained in the plan, whilst recognising that ambition is important. Members were assured that the plan would be followed up and communication with members on the progress would be maintained.

Resolved

That the report be noted.

Chair